

ENERGY AND CLIMATE CHANGE POLICY

Symetal is committed to buying and using energy in a responsible, efficient and cost-effective manner with the aim to reduce their carbon footprint. The policy has been developed taking into consideration the interests of key stakeholders of Symetal, and applies to all employees, officers, directors, contractors, and agents as well as all entities and subsidiaries controlled by the company. The policy applies to all operations and business activities, as well as the upstream and downstream value chain of Symetal.

This policy is developed to address energy and climate related material negative impacts such as the consumption of non-renewable energy and GHG emissions, as well as material positive impacts such as the provision of key products enabling the energy transition and decarbonization. The policy incorporates technology and legal transition risks, acute and chronic physical climate related risks, as well as opportunities related to products and services.

Symetal is committed to:

Compliance with Climate and Energy Legislation

- Comply with all applicable energy and carbon-related legislation, including EU climate directives, ESRS standards, and other national and international regulations. The company commits adherence to international climate related frameworks such as the Paris Agreement and Sustainable Development Goals #7 and #13, as well as mandatory reporting frameworks ensuring transparent and accurate disclosure of greenhouse gas (GHG) emissions, energy consumption, and climate-related risks.

Continuous Improvement in Energy Efficiency

- Symetal will continuously improve energy efficiency by implementing and maintaining robust energy management. These energy efficiency systems will aim to reduce energy consumption, optimize resource use, and integrate renewable energy sources, all while maintaining a safe and comfortable working environment. Regular energy audits will be conducted to ensure improvements and compliance with best practices.

Evaluation of Investments Based on Energy and Carbon Impact

- All new investments in infrastructure, equipment, and production processes (new equipment, refurbishing of existing equipment) will be evaluated based on their energy consumption and carbon footprint. Symetal prioritizes technologies and practices that contribute to decarbonization and minimize its environmental impact, ensuring that the carbon intensity of new projects aligns with the company's climate goals.

Carbon Footprint Reduction Strategy

- Symetal will develop and implement strategies to identify and reduce the direct (Scope 1) and indirect (Scope 2 and Scope 3) carbon emissions associated with its operations. This includes setting targets for GHG reductions and developing decarbonization pathways that support EU and global climate goals. At the same time Symetal commits to transition to Renewable Energy when economically and technologically feasible. .

Engagement in Value Chain Climate Change Mitigation Initiatives

- Symetal will actively engage with industry-wide initiatives and collaborate with stakeholders across the value chain to reduce carbon emissions. This includes working with suppliers, customers, and partners to create and implement carbon reduction programs, ensuring that efforts to reduce GHG emissions extend beyond direct operations.

Climate Change Adaptation

- Symetal commits to perform robust climate and vulnerability risk assessments to identify potential areas of hazard and consequent actions to be followed with specific adaptation solutions.

Training and Awareness on Energy Management

- Symetal ensures that employees receive adequate training and guidance on energy management practices that promotes awareness of energy conservation, carbon footprint reduction, and environmental sustainability throughout the organization.

Stakeholder engagement and Advocacy for Best Practices

- Symetal will engage with public and industry bodies to promote and implement best practices in energy efficiency, carbon reduction, and climate change mitigation. The company will actively participate in industry coalitions, advocating for improved regulations and policies that support sustainable business practices and energy transitions.

Regular Monitoring, Reporting, and Continuous Improvement

Symetal will regularly review, monitor, and report on its energy and carbon performance. This includes publishing detailed reports on energy consumption, GHG emissions, and climate-related risks, ensuring transparency and accountability. Symetal will also set measurable targets for continuous improvement and monitor progress against climate objectives, ensuring alignment with global and EU climate goals.

Governance and Accountability

Responsibility for implementing this Energy and Climate Change Policy lies with the most senior executive responsible. These executives will ensure that energy and climate considerations are fully integrated into corporate strategy and operations, with regular oversight by the Board of Directors.

Symetal has established governance mechanisms to monitor, assess and manage climate-related impacts, risks and opportunities. Climate-related performance will be reported annually as part of the company's broader sustainability reporting obligations, ensuring compliance with both ESRS and applicable national and international standards.

Distribution and Communication

It falls into the responsibilities of Symetal's management to communicate the content and the spirit of this document to all personnel, direct and associated, also to stakeholders. This policy is published and posted on the company's intranet and websites.

The policy will be reviewed annually to ensure compliance with legal requirements and any other relevant updates.

April 1st 2025
General Manager
Konstantinos Kontos